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ANNUAL REPORT
OF THE
COMMISSIONER OF LABOUR
OF THE
PROVINCE OF ALBERTA
FOR THE YEAR

1924

APR 19 1932

PRINTED BY ORDER OF THE LEGISLATIVE ASSEMBLY



~~RETURN TO~~
~~DEPARTMENT OF LABOUR,~~
~~PARLIAMENT BUILDING,~~
~~VICTORIA, B. C.~~

EDMONTON:
PRINTED BY J. W. JEFFERY, KING'S PRINTER
1925

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EDMONTON, March 9, 1925.

To His Honour

ROBERT GEORGE BRETT,

Lieutenant Governor of the Province of Alberta.

May it please Your Honour:

The undersigned has the honour to submit herewith the Report of the Commissioner of Labour for the year ending December 31, 1924.

Respectfully submitted,

ALEX. ROSS,

Minister of Public Works.

*File at
Trade & I.
dept*

REPORT OF COMMISSIONER OF LABOUR

J. D. ROBERTSON, ESQ.,
Deputy Minister of Public Works,
Edmonton, Alberta.

SIR,—

I have the honour to submit herewith the report of the Bureau of Labour for the year 1924.

Inspections under the provisions of The Steam Boilers Act, Factories Act, Minimum Wage Act and Theatre Regulations have been carried out by the inspectorate staff. As shown in the reports, by using the services of boiler inspectors, factories and theatres situated at outlying points have received attention this year.

The number of positions filled by the employment service decreased from the previous year. This is largely accounted for by the difference in requirements for harvest, but there was a slight decline in the numbers required for practically every branch of industry.

The report of the Minimum Wage Board contains a record of the various matters which received attention during the year.

Respectfully submitted,

W. SMITTEN,
Commissioner of Labour.

STATISTICS OF TRADE AND INDUSTRIES

The returns received this year indicate a decline in business from that of 1923.

Returns received from 785 firms covered 16,190 male employees over eighteen, 375 males under eighteen, 2,090 females over eighteen, 98 females under eighteen, and 218 apprentices. Total pay-roll for wages and salaries was \$25,122,494.94, of which sum \$21,890,178.33 was paid to wage earners.

The returns show a reversal of the general situation in that the months of April to September, which usually are the months when employment is greatest, were the months of least employment this year. This is accounted for by the fact that the organized mine workers of the Province were on strike during these months.

With the exception of the general strike of mine workers industry was very little disturbed by industrial disputes.

The strikes which occurred were: General strike mine workers; pit strike mine workers, Coalhurst; pit strike mine workers, Mountain Park; pit strike mine workers, Wayne, and strike musicians, Edmonton.

The time loss in man days through strikes was—

General strike mine workers.....	1,165,000
Pit strike, Coalhurst	9,280
Pit strike, Wayne	535
Pit strike, Mountain Park	400
Strike Musicians, Edmonton.....	32

Total man days lost.....1,175,247

Returns received show a total of 177 local labor unions in the Province with a membership of 17,060 males and 561 females. Of these 8,320 were in the mines, 3,463 males and 419 females in Edmonton, 3,583 males and 142 females in Calgary, 565 in Lethbridge, 430 in Medicine Hat, and 699 outside the four cities in occupations other than mining.

The accompanying table gives in detail the industrial returns.

STATISTICAL TABLE OF TRADES AND INDUSTRIES

RETURNS FROM 785 FIRMS

PAY-ROLLS	
Officers, Superintendents, and Managers.....	\$ 3,332,316.61
Clerks, Stenographers, Bookkeepers, etc.....	3,838,110.33
Wage-earners (including Piece-workers, Salesmen, etc.)..	17,952,068.00
Total.....	\$25,122,494.94

AVERAGE NUMBER OF EMPLOYEES EACH MONTH

Month	Males	Females	Month	Males	Females
1923 December . . .	15,840	2,303	June.	14,719	2,226
1924 January . . .	15,571	2,238	July	14,897	2,262
February. . . .	15,451	2,246	August. . . .	14,307	2,237
March	15,296	2,294	September . .	13,600	2,260
April	13,354	2,264	October . . .	15,481	2,291
May	14,075	2,253	November . .	15,493	2,308

CLASSIFIED WEEKLY WAGE RATES (WAGE EARNERS ONLY)

For Week of Employment of Greatest Number	MALES		FEMALES		Appren- tices
	18 Years and Over	Under 18 Years	18 Years and Over	Under 18 Years	
Under \$6.00	22	21	1	..	2
\$ 6.00 to \$ 6.99	8	6	15	4	8
7.00 to 7.99	10	18	18	9	1
8.00 to 8.99	8	32	12	..	8
9.00 to 9.99	18	39	27	8	32
10.00 to 10.99	43	50	83	13	45
11.00 to 11.99	42	28	43	8	21
12.00 to 12.99	105	41	234	20	27
13.00 to 13.99	69	15	109	11	9
14.00 to 14.99	804	17	159	10	4
15.00 to 15.99	298	29	214	7	5
16.00 to 16.99	219	13	143	4	9
17.00 to 17.99	256	3	116	2	..
18.00 to 18.99	670	11	134	1	3
19.00 to 19.99	331	13	66	1	12
20.00 to 20.99	602	14	136	..	4
21.00 to 21.99	410	16	101	..	5
22.00 to 22.99	815	1	103	..	..
23.00 to 23.99	489	2	81	..	1
24.00 to 24.99	587	1	59	..	1
25.00 to 25.99	912	2	93	..	1
26.00 to 26.99	553	..	31	..	7
27.00 to 27.99	481	..	30	..	..
28.00 to 28.99	749	1	20	..	1
29.00 to 29.99	345	..	9	..	3
30.00 to 34.99	2353	2	37	..	7
35.00 to 39.99	1700	..	8	..	2
40.00 to 44.99	1276	..	5	..	..
45.00 to 49.99	596	..	1	..	..
50.00 and over	1419	..	2	..	..
Totals.....	16190	375	2090	98	218

WEEKLY HOURS OF LABOR

Employees	Hours	Employees	Hours	Employees	Hours
2.....	12	1324.....	40	776.....	60
11.....	15	539.....	42	45.....	63
1.....	18	3716.....	44	6.....	65
4.....	20	248.....	45	1.....	66
2.....	21	114.....	46	58.....	70
22.....	24	9389.....	48	54.....	72
3.....	26	4.....	49	28.....	77
4.....	27	543.....	50	1.....	78
16.....	30	3.....	51	2.....	80
1.....	33	29.....	52	216.....	84
11.....	34	5.....	53	2.....	90
93.....	36	863.....	54	1.....	101
198.....	38	290.....	56		
103.....	39				

PERIOD OF OPERATION

Firms	Weeks Per Year	Firms	Weeks Per Year
707.....	52	4.....	48
3.....	51	4.....	26
8.....	50	2.....	25
2.....	49	2.....	24
6.....	48	6.....	23
2.....	45	3.....	22
3.....	44	1.....	18
2.....	42	1.....	17
1.....	41	1.....	16
4.....	40	2.....	12
3.....	39	2.....	11
2.....	35	1.....	9
1.....	31	3.....	8
1.....	29	2.....	6

INSPECTIONS

In connection with inspections under the provisions of The Factories Act and The Minimum Wage Act the services of all inspectors appointed within the Bureau were used.

This has resulted in a more general system of inspection being carried out. The boiler inspectors when making inspection visits throughout the Province have made inspections of the factories situated outside the four cities.

Quite a number of these plants received their first inspection under the provisions of The Factories Act this year. A total of one hundred and four factories situated in outlying points were inspected by the boiler inspectors at the time of their regular inspection visits.

Under the provisions of The Factories Act a total of 2,986 inspections were made of 2,772 factories, shops, offices and office buildings, in which 19,110 employees were engaged. This is a reduction from last year in the number of inspection visits but represents a material increase in the number of places visited. We have endeavored to visit each place coming within the scope of the Act once during the year, subsequent visits being generally for the purpose of checking up on recommendations made, on complaint or to operations where there is a varying element of danger.

During the year 294 recommendations relative to safety, health, hours and wages and the employment of children were made, eight of which had not been fully carried out at the end of the year. Additional to this 390 inspections were made of 374 elevators and 147 recommendations relative to safety in operation were made. The cities of Medicine Hat and Lethbridge not having resident inspectors received periodical visits. Medicine Hat received five and Lethbridge six.

The accompanying tables explain in detail the work performed.

Table No. 1 gives the number of inspections made during the year of shops (retail and wholesale) factories, offices, and office

buildings, and the number of employees (male and female) engaged in each industry and the number of recommendations made.

TABLE No. 1

A TABULATION OF INSPECTIONS, NUMBER OF EMPLOYEES AND
NUMBER OF RECOMMENDATIONS FOR THE YEAR 1924

Industry—	No. of Inspections	No. of Places Inspected	No. of Male Employees	No. of Female Employees	Total No. of Employees	Recom- menda- tions made
Shops. . .	1,594	1,496	4,851	2,299	7,150	83
Factories .	504	460	7,962	1,367	9,329	199
Offices and Office Bldgs.	888	816	1,593	1,038	2,631	12
Totals. .	2,986	2,772	14,406	4,704	19,110	294

Table No. 2 gives a tabulation of inspections made by localities and industries.

TABLE No. 2

TABULATION BY CITIES OF INSPECTIONS MADE, GIVING NUMBER OF PLACES INSPECTED, NUMBER OF EMPLOYEES (MALE AND FEMALE) EMPLOYED

Locations	No. of Inspections	No. of Places Inspected and Nature of Industry	No. of Male Employees	No. of Female Employees	Total No. of Employees
Edmonton	691	685 Shops	1,820	1,012	2,832
“	396	344 Offices and Office Buildings	474	380	854
“	140	126 Factories . .	2,940	745	3,685
Total	1,227	1,155 Places . .	5,234	2,137	7,371
Calgary	748	659 Shops	2,532	1,102	3,634
“	448	428 Offices and Office Buildings	1,068	607	1,675
“	207	179 Factories . .	3,347	475	3,822
Total	1,403	1,266 Places . .	6,947	2,184	9,131
Medicine Hat . .	70	69 Shops	177	70	247
“	21	21 Offices and Office Buildings	39	25	64
“	22	22 Factories . .	528	51	579
Total	113	112 Places . . .	744	146	890
Lethbridge	85	83 Shops	322	115	437
“	23	23 Offices and Office Buildings	12	26	38
“	25	24 Factories . .	236	47	283
Total	133	130 Places . . .	570	188	758
Other Points . .	110	109 Factories . .	911	49	960

Table No. 3 gives a tabulation of the recommendations made by locality and industry; "Safety" covers the guarding of machinery, stairways and openings and the providing of fire escapes and access thereto; "Health" covers sanitation, ventilation and lighting; "Hours and Wages" are recommendations made to enforce the observance of the provisions of Sections 24 and 26 of the Act; "Number of Children Employed" are recommendations made where children under fifteen years of age were found to be employed, for discontinuance of such employment.

TABLE NO. 3

TABULATION OF RECOMMENDATIONS MADE ACCORDING TO
LOCATIONS AND NATURE OF THE INDUSTRY

Location	Industry	Safety	Health	Hours and Wages	No. of Children Employed	Total
Edmonton....	Shops	7	9	11	1	28
" . . .	Offices and Office Buildings	0	0	1	1	2
" . . .	Factories	15	15	6	1	37
	Total	22	24	18	3	67
Calgary.....	Shops	14	19	14	2	49
" . . .	Offices and Office Buildings	2	1	5	1	9
" . . .	Factories	7	11	7	2	27
	Total	23	31	26	5	85
Medicine Hat.	Shops	0	0	3	0	3
" " . . .	Factories	0	1	0	0	1
	Total	0	1	3	0	4
Lethbridge...	Shops	1	2	0	0	3
" . . .	Offices and Office Buildings	0	0	1	0	1
" . . .	Factories	7	2	0	0	9
	Total	8	4	1	0	13
Other Points..	Factories	120	5	0	0	125

Table No. 4 shows the number of inspections made of passenger, freight and Humphrie elevators coming within the scope of the Act in the four cities of the Province and the number of safety recommendations made.

TABLE No. 4

TABULATION OF ELEVATOR INSPECTIONS

Location of Elevators	Total No. of Inspections	Passenger Elevators			Freight Elevators			Humphrie Lifts		
		No. of Inspections	No. of Elevators	No. of Recomm's	No. of Inspections	No. of Elevators	No. of Recomm's	No. of Inspections	No. of Lifts	No. of Recomm's
Medicine Hat	21	2	2	0	15	15	10	4	4	0
Lethbridge . .	17	2	2	1	14	14	8	1	1	1
Calgary . . .	235	44	43	13	186	175	62	5	4	1
Edmonton. . .	117	24	24	20	92	89	31	1	1	0
Total	390	72	71	34	307	293	111	11	10	2

Inspectors issued a number of permits for extended shifts for reasons of trade during the year. These were for stocktaking, seasonal occupation and banquets. Seven prosecutions were taken for infractions of the Act; in each case a conviction was obtained.

Under the provisions of The Minimum Wage Act a total of 2,271 inspections were made of 2,044 businesses; 153 orders were made for employers to adjust wages and hours. Five prosecutions were instituted for violations of the provisions of the orders during the year, one of which was dismissed by the magistrate. An appeal was taken from one decision on the ground that the Act was *ultra vires*, that the employer did not disobey as he had no knowledge of the order. The appeal was allowed. The court stated that before a person could disobey he must have knowledge that it would be necessary not only to prove knowledge of existence but knowledge of content and intent. In connection with infractions by a Calgary firm involving a large number of employees an agreement was reached, whereby a stated case was presented to a judge of the Supreme Court for decision. The questions submitted for decision were:

1. Are the orders of the Board touching on this class of employees valid and effective?

2. If question No. 1 is answered in the affirmative, have the said employers unlawfully disobeyed The Minimum Wage Act, and Order No. 6 of the Minimum Wage Board, by employing certain of their employees at a rate of wages less than that provided by the said Order No. 6?

3. If question No. 1 is answered in the affirmative, have the said employers disobeyed The Minimum Wage Act, and Order No. 6 of the Minimum Wage Board, by deducting the amount of wages allowed to the said employees for one week's holiday with pay?

4. If question No. 1 is answered in the affirmative, have the said employers unlawfully disobeyed The Minimum Wage Act, and Order No. 6 of the Minimum Wage Board, by treating commissions as disclosed in this case?

5. If questions 2, 3 and 4 or any of them are answered in the affirmative, in what respects have the said employers unlawfully disobeyed the said Minimum Wage Act, and Order No. 6 of the Minimum Wage Board?

The Court decided against the employers on every point. However, an appeal was taken from the decision to the Appellate Court, which ruled that the Orders of the Board were invalid in that they did not state the municipalities to which the said Orders were to apply, and the appeal was allowed.

The following table is explanatory of the inspection work done under the provisions of The Minimum Wage Act.

TABULATION OF INSPECTIONS, NUMBER OF EMPLOYEES AND
NUMBER OF RECOMMENDATIONS UNDER THE MINIMUM
WAGE ACT FOR THE YEAR 1924

	No. of Inspections	No. of Businesses Visited	No. of Experienced Female Employees	No. of Learners	No. of Recommend- ations
ORDER No. 1— Manufacturing	239	217	826	119	24
ORDER No. 2— Laundries, Dyers & Cleaners	28	23	239	44	21
ORDER No. 3— Hotels and Restaurants . .	371	304	798	47	64
ORDER No. 4— Personal Service	64	58	140	7	4
ORDER No. 5— Office Occupations	1,217	1,105	2,305	131	26
ORDER No. 6— Retail Establishments . . .	352	337	1,003	122	14
Totals of all	2,271	2,044	5,311	470	153

STEAM BOILERS BRANCH

EDMONTON, ALBERTA, December 31, 1924.

W. SMITTEN, ESQ.,
Commissioner of Labour,
Edmonton, Alberta.

SIR,—

I beg to furnish you herewith the report of the Steam Boilers Branch for the year 1924.

In submitting this account of the work accomplished we are pleased to be able to show a marked increase in the efficiency which has been attained by the united effort of the staff. While the weather conditions have generally been unfavorable and much time has been lost between inspections on this account, more work has actually been accomplished for the Bureau than in any previous year. In addition to the duties required by The Boilers Act, we have undertaken inspections under The Factories Act; held examinations for projectionists' certificates and made inspections under The Theatres Act, at many points in the Province, in accordance with the policy outlined in the amalgamation of these Acts within the Bureau of Labour.

Particulars of this work have not been included in the report, but, I understand, are covered in the reports presented by the Chief Factory Inspector and the Inspector of Theatres.

The staff of the Boiler Branch has been reduced to eight inspectors, due to the resignation of Mr. John Douglas, of Red Deer, who was obliged to resign last June owing to ill health. The Red Deer district, which contains over six hundred pressure vessels of various kinds, has since been divided between Inspector Scott, of Camrose, and Inspector Bradshaw, of Drumheller. It has not been possible for them to cover this whole district in addition to undertaking the work in their respective districts, and the above mentioned service under The Factories and Theatres Acts in addition, but the most urgent inspections have been made, and particularly of those plants which might prove dangerous to life and property.

During the busiest season, between September and the end of the year, Inspector Dick was transferred from Medicine Hat to the Lethbridge district to assist Inspector Marshall. He there worked the territory lying south of the Crow's Nest Pass Railway and between Range 18, west of the 4th, and Range 1, west of the 5th Meridian. Mr. Marshall reports that there are still a large number of heating plants in his district assignment which have not been inspected for a number of years.

The present staff consists of eight inspectors and one Chief Inspector. These have headquarters at the following addresses:

Chief Inspector, F. W. Hobson, Edmonton.
Inspector N. Marshall, Lethbridge.
Inspector A. W. Dick, Medicine Hat.

Inspector J. Buxton, Calgary.
 Inspector J. F. Hawkins, Calgary.
 Inspector A. Bradshaw, Drumheller.
 Inspector R. Scott, Camrose.
 Inspector J. Cargill, Edmonton.
 Inspector H. G. Alexander, Vegreville.

A summary of inspections has been compiled below. This includes the survey and testing of boilers and other pressure vessels, but does not include such special work as testing pressure gauges and setting and testing safety valves, etc.

SUMMARY OF BOILER INSPECTIONS FOR THE YEAR 1924

Inspectors—	No. of Inspections			Total Visits of Inspection	Mode of Inspection			Number of Certificates Issued
	Power	Heating	Air		Ext.	Int. and Ext.	Hydro Test	
Nat. Marshall. .	246	67	81	423	44	260	295	342
Jos. Buxton . .	156	86	9	265	80	96	173	246
A. W. Dick . . .	294	81	27	403	33	355	200	361
J. Douglas . . .	15	23	1	39	13	25	3	32
J. F. Hawkins .	200	94	12	356	93	189	125	277
J. F. Cargill . .	249	61	4	317	13	296	214	300
A. Bradshaw . .	234	54	32	327	80	236	173	268
Robt. Scott . .	262	19	17	301	81	206	175	262
H. G. Alexander	277	20	15	350	28	284	213	267
Total . .	1,933	505	198	2,781	465	1,947	1,571	2,355

CLASSIFICATION OF BOILERS AND OTHER PRESSURE VESSELS INSPECTED, 1924

BUREAU OF LABOUR

Inspector	Dick	Hawkins	Buxton	Bradshaw	Scott	Douglas	Alexander	Cargill	Total
District No.	2	3	4	5	6	7	8	9	
Marshall	1								
Horizontal Return Tubular	67	44	75	60	37	4	43	88	464
Horizontal Furnace	14	1	11	7	2	8	10	12	66
Water Tube	38	23	13	8	6	..	2	22	118
Locomotive	115	126	83	150	202	..	246	98	1,235
Vertical	12	9	27	12	17	7	9	27	133
Air Receivers	88	15	12	33	20	1	15	5	219
Steel Heating	50	..	..	21	5	..	13	65	199
Cast Iron	13	59	25	34	12	19	12	..	214
Miscellaneous . . . . .	..	..	1	..	..	..	..	..	4
Total Number Inspected	397	277	247	325	301	39	350	317	2,652
Total Certificates Issued	342	277	246	268	262	32	267	300	2,355
Total Number Inspection Visits	423	356	265	327	301	39	350	317	2,781
Condition of Pressure Vessels Inspected—									
Good	231	103	128	209	183	30	187	196	.
Fair	162	126	90	75	84	6	140	105	
Poor	4	48	29	41	33	3	21	11	
Condemned . . . . .	..	..	..	2	1	..	2	5	
	397	277	247	327	301	39	350	317	
Special Inspections Under Section 16	12	4	1	..	17	..	3	7	45

I have much pleasure in saying that no loss of life has occurred or serious injury resulted from any of the following accidents which have been reported by the staff from time to time.

Lethbridge District—A stationary locomotive type boiler burning oil fuel at the Galt Hospital, Lethbridge, gave way at the crown sheet. This section of the firebox dropped clear of eight crown stays and stripped the threads of fifteen others at the lower ends. The primary cause for this accident was due to the water level having been rapidly lowered by leakage at the tube ends in the firebox tube sheet. A number of the upper tubes had slipped in the tube sheet during the absence of the attendant from the boiler-room, and upon his return he found the boiler standing in a pool of water. The oil burners which spray the oil on the fire brick lining of the firebox thereby creating intense heat, had so rapidly overheated the firebox crown sheet that the fusible plug did not even have time to act. Inspector Marshall, at the last previous inspection, had reported the condition of these tubes to the Hospital Board, but the repairs were not undertaken before the boiler was placed in service. An accident of this kind justifies the amendment recommended to Section 58 of the Act at the last Session of the Legislature, because if the attendant had been on hand to supply the boiler with more water or close down the fuel supply this accident would not have occurred.

While inspecting the high pressure piping in a stationary plant, Inspector Marshall discovered a large crack in one of the steam pipes close to the flange of the engine, which would ultimately have ruptured. This crack extended one-third of the circumference and was evidently caused by the piping arrangement being too rigid. A compound sweep bend has since been installed to take care of the expansion and render this section of the piping safe.

Fireboxes of two steam tractors have been badly damaged in this district. In one instance both side sheets collapsed. The sheets were found to be heavily encrusted with scale and mud, and in the other case the crown sheet gave way on account of low water. Both accidents were the result of gross carelessness on the part of the engineers. In the latter instance the engineer was penalized by suspension of his certificate for allowing his boiler to be operated without a gauge glass. Two try cocks in addition were out of order at the same time, so that he evidently was operating with only one gauge cock to ascertain the water level. In the other instance, when the fusible plug had been removed from the damaged crown sheet, it was found to be filled with an alloy altogether too hard to fuse at a temperature which would protect the boiler against low water conditions.

Medicine Hat—Three heating boilers in one of the Medicine Hat schools were simultaneously damaged on account of the water leaving the boilers during the absence of the attendant. After careful examination of this plant, Inspector Dick reports that the accident was owing to the water from the boilers, which were connected together, having escaped to the sewer through a defective return valve on the return pipe, and thence through the blow-down valve. Mr. Dick undertook to supervise the repairs and assisted in continuing the operation of the plant on account of

the extremely cold weather at that time. By this action he saved the entire heating system from being frozen up and badly damaged.

Two 72"x18'-0" horizontal tubular boilers operating at the Regal Collieries have been damaged by impurities in the feed water. Boiler No. 700 had a badly encrusted back tube sheet, and No. 995 a heavy deposit of mud on the front course. Several other boilers in this district have also been closed down for repairs due to similar troubles.

Calgary and High River—On November 10, about 1:30 p.m. a cast iron sectional heating boiler exploded in the basement of a private dwelling, 1509 Second Street West, Calgary, blowing out the side door and door frame of the building, and doing considerable damage to the basement and to the side of the adjoining residence.

The violence of the explosion was noted by the several sections of the boiler having been blown to pieces; had the side door of the house not given way readily the entire building would have been wrecked by the sudden displacement of air which the explosion created. It was found on investigation by Inspector Hawkins that the direct cause of the explosion was overpressure. The safety valve which was found attached to a piece of the front section was set to relieve at 160 pounds pressure; whereas, the allowable working pressure of the boiler is only 10 pounds per square inch. These boilers are not subject to inspection under the Act except on request by the owners or tenants.

While subjecting an old 40½" return tubular boiler to a hydrostatic test near High River, Inspector Hawkins noticed a fine spray of water issuing from a pinhole in the flange of the faceplate. Upon drilling the sheet at several points near the leak he found the plate was badly "grooved" and wasted internally down to a thickness of 1/16 inch. This boiler, which had been carrying a working pressure of 85 pounds, was furnishing steam to operate a dairy where fifteen persons were employed and, without doubt, this timely inspection has prevented serious loss of property and probably of the lives of those in the vicinity. The boiler has been condemned as unfit for further service.

Drumheller District—Two compressed air receivers were found to be operating without safety valves or other means to prevent overloading. The safety valves on two other receivers which are rated at 125 pounds working pressure, failed to discharge at a test pressure of 300 pounds or 240% above the pressure established by the Interprovincial Regulations.

The air receivers at several garages have been reduced to a limit of 75 pounds.

Vegreville District—The water column attached to a horizontal tubular boiler with the water gauge and try cocks attached was observed by Inspector Alexander to be improperly situated. Upon measuring the height of the top row of tubes he found the gauge glass showed a height of 6" of water when the upper tubes were just uncovered. The tapped opening intended for the fusible plug in the back tube sheet of this boiler was fitted with a solid

cast iron plug. No protection whatsoever was provided to protect this boiler against explosion, due to low water conditions, as required by the law. This plant is situated in Bonnyville.

The firebox of one traction boiler was found to be badly damaged owing to scale encrustation. Four other engine failures have been reported from this district.

Edmonton District—A dangerous boiler explosion was narrowly averted at the Humberstone Mines by the prompt action of the night engineer. Upon taking charge of the plant at 11 p.m., September 28, the engineer noticed a slight stream of water running down the front of one of the 66'x16'-0" horizontal tubular boilers. Upon opening the smokebox doors he saw the front manhole was leaking on one side, and immediately opened the furnace doors. Upon doing so he saw this sheet had dropped towards the grates, that it was still red hot and in the act of bulging. The plate had already distended downward for a distance of 9½" at the lowest point, and was stretched throughout an area of five feet in width by 45" in length. This tension on the lower part of the shell plates pulled the front and back tube sheets inwards below the tubes and buckled the longitudinal stays 1½", thereby causing the front manhole to leak. Evidently the overheating of the firesheet resulted from impurities in the feed water which was taken from the mine sump, and was being used under protest of the chief engineer. The boiler was condemned from further service since the cost of a new front course is too great. The owners exonerated the engineers from all blame and accept the entire responsibility for this accident.

A 42"x14'-0" horizontal tubular boiler installed at the Northern Hotel, Edmonton, was damaged beyond repairs last November owing to the Chinese attendant allowing it to run dry, while being heavily fired.

On June 30, at 3 p.m., a 14"x24" gas tank containing a solution of carbonated soda water exploded under pressure while being "charged" at the Orange Crush Works, and was projected through the roof of the building. An inspection was immediately made and the weakness of the plate at the longitudinal seam noted to have been the direct cause of the failure. Due to the width of this seam the shell plate which was only 3/32" thick had "breathed" at the edge of the flattened section of the cylinder, until a crack was commenced, and this ended in final rupture. The shell was opened up full length longitudinally and was torn circumferentially around the flanges at both heads for a distance of over 11 inches. This tank contained not more than 20 cubic inches of gas at a pressure of 150 pounds per square inch, the balance of the charge being carbonated soda water. Had it been charged entirely with gas, the explosion would have proved very disastrous. The operator, who had one foot resting on the cradle, used for mixing the gas and liquids together, had one leg broken by the shock of the explosion.

A number of other accidents of a minor nature have been reported from various parts of the province which we have not space to include in this report.

Referring to the examination of engineers for certificates, a code of regulations has been drafted and issued in book form

governing the administration of this portion of the Act, and also for the annual re-registration of engineers' certificates. These have been put into effect very satisfactorily.

Since the opening of the Provincial Technical School at Calgary, the Department of Education has requested that the diplomas issued by this school should be recognized as having some merit in the qualifying of operating engineers for examination under The Boilers Act. In consideration of this presentation, the Department agreed that certain credit should be allowed and recommended an amendment to the Act at the last Session of the Legislature, to provide for alternative requirements in the experience of candidates to qualify for engineers' certificates. These alternative requirements, when drafted, were submitted to the various engineers' organizations in the province; to the members of the Interprovincial Board of Chief Inspectors; to the members of the Boiler Branch Staff; and to the Provincial Technical School authorities, for criticism and amendment before being finally submitted for your consideration.

This code as it now stands does not lower the standard of requirements for the various grades of engineers' certificates issued under the Act, excepting in one particular. For the past twenty years one of the factors of qualification for a First Class Certificate has been that a candidate must have been engaged in the repairing or building of engines and boilers for a period of not less than twenty-four months. An objection to this requirement has been made by many owing to the inability of the majority of Second Class engineers to obtain this experience in Alberta, owing to the lack of industries of this character.

As an alternative to this requirement the code provides for the mechanical shop practice being obtained where the work done is similar to that required by the Act, or if the candidate has not had any such mechanical shop experience he must have operated a steam plant of the capacity required by the Act for a period of five years as Chief Engineer, or he must hold at least a two years diploma issued by a duly recognized School of Technology, and in addition have operated a steam plant of the capacity required by the Act, as Chief Engineer for a total period of four years, including six months in Alberta. These alternatives have satisfied the majority of those immediately concerned, and additionally, has arranged for more broadly covering the practice of engineering within this province without proving detrimental to the protection of life and property.

During the year twelve monthly examinations have been conducted at each district inspector's headquarters in addition to others advertised at various parts of Northern Alberta which are too remote for candidates to attend the regular exams. above mentioned. A summary of the results of these examinations are tabulated below.

NUMBER AND CLASS OF CERTIFICATE ISSUED

Inspector	1st Class	2nd Class	3rd Class	Tract. Final	F. F. Certificate	Prov. Certificate	Pen. Prov.	Permits
Nat. Marshall . . .	1	2	12	13	1	35	13	24
Jos. Buxton . . .	..	..	1	..	..	10	10	7
A. W. Dick . . .	..	..	9	2	1	30	10	8
J. Douglas . . .	..	..	1	2	..	7	..	1
J. F. Hawkins . .	1	1	24	9	3	40	10	..
J. F. Cargill . .	1	2	30	14	13	79	21	..
A. Bradshaw . .	..	..	5	..	..	26	10	1
R. Scott . . . .	..	..	13	9	2	44	32	10
H. G. Alexander .	..	..	8	11	..	60	16	4
Office . . . . .	..	7	19	21	..	35	143	13
Total	3	12	122	81	20	366	265	68

Regarding my personal services. Several power plants have been installed in the province requiring Departmental supervision of design and specifications in accordance with the regulations. The principal ones were the Canada Creosoting Company's plant, North Edmonton; Dominion Government Elevator, Calder; Alberta Refinery, Coutts; Phoenix Lumber Company, Phoenix; Canadian Oil & Refining Company, Coutts; Indian School Farm, Edmonton. Altogether 103 designs of pressure vessels, of various kinds, and power plant accessories and piping arrangements have been reported upon. The fees for this service total \$744.00.

Examinations of eighty-two candidates for engineers' certificates have been held by myself at this office, also of others at Red Deer during the illness of our late inspector, John Douglas. Renewals of 143 provisional certificates have also been granted from this office in addition to those recommended by the inspectors.

Further examinations of candidates for projectionists' certificates have been conducted by the staff of the Boiler Branch throughout the province under The Theatres Act, which are included in the Theatre Inspector's annual report.

Altogether 68 permits have been issued under Section 39 of the Act. The majority of these had to be furnished during threshing season to prevent delay in procuring engineers and thereby suspend threshing operations.

A total of 15 prosecutions under The Boilers Act have been reported throughout the year, as follows: Section 38, 7 cases for which 7 convictions were obtained. Section 40, 5 cases, 4 convictions. Sections 26, 6 and 4, 3 convictions.

The Provincial Police Department has again co-operated very efficiently in the administration of the Act and we feel much indebted to them for their assistance, and particularly at outlying points which are otherwise most difficult of access, by members of our staff.

In conclusion, I wish to say that although the number of inspections under The Boilers Act are shown to be 73 less than for the preceding year, due largely to sickness, weather conditions and the resignation of one inspector, the amount of revenue resulting from this service (not for the issue of boiler license plates) has been maintained as shown in the following summary. At the same time the inspectors have increased the number of inspections made under the other Acts administered by the Bureau, over the previous year.

I have the honour to be, Sir,

Your obedient servant,

F. W. HOBSON,
Chief Inspector of Boilers.

SCHEDULE

	1923	1924
Number of Certificates Issued for Boilers inspected.....	2428	2355
Number of Advertised Examinations held for Engineers...	15	8
Number of First Class Certificates issued	2	3
Number of Second Class Certificates issued.....	18	12
Number of Third Class Certificates issued.....	119	122
Number of Traction Final Certificates issued.....	88	81
Number of Firemen's Final Certificates issued.....	15	20
Number of Provisional Certificates issued.....	407	366
Number of Renewals of Provisional Certificates issued...	313	265
Number of Permits issued.....	145	68

FEES COLLECTED

For Inspection of Boilers.....	\$8,841.12	\$8,951.50
For Special Examination of Boilers, etc.....	1,579.57	1,467.63
For Examination of Candidates for Final Certificates	1,252.50	1,205.00
For Provisional Certificates	3,585.00	3,140.00
For Permits	1,087.50	510.00
For Survey of Drawings	1,247.25	744.00
For Issue of Boiler License Plates	13,395.00	11,551.00
	<hr/>	<hr/>
	\$30,987.94	\$27,569.13

Departmental Transfer Vouchers covering inspection of Government Boilers	110.00
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Total.....	<hr/> <hr/> \$27,679.13
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REPORT OF CHIEF INSPECTOR OF THEATRES

EDMONTON, Alberta, December 31, 1924.

W. SMITTEN, ESQ.,
Commissioner of Labour,
Edmonton, Alberta.

SIR,—

I have the honour to furnish you herewith the report of theatre inspections for the year 1924.

You will note a very substantial increase in the number of inspections as recorded for 1924, an increase which amounts to more than twice the number for the preceding year. Credit is due to the Boiler Inspectors for much of this increase, as, by their co-operation and assistance, it has been possible to cover a larger number of places of amusement situated in the outlying districts of the province.

There is also a well marked improvement in the number and class of projectionists' certificates issued. As you know, many of the small town theatres were affected by the new regulations introduced early in the year. Projectionists in those theatres who had previously held provisional certificates were required to correct their status in order to remain in charge of that equipment. As a consequence the number of provisional certificates was reduced some 56% and carried over to the next higher rating which is third-class. A similar result followed, though to a lesser extent, in the case of first and second-class standards.

All theatres situated in towns within the National Parks of the Province are now inspected and the men in charge of projection equipment classified as in other parts of Alberta. Previously the Lux Theatre, Banff, and the Chaba Theatre, Jasper, were not considered to be subject to the Provincial requirements regarding places of amusement. But owing to complaints that film was being damaged in those theatres it was thought advisable to acquaint the Superintendent of Parks with the facts. We are now asked to include those theatres in our regular periodic inspections.

Several requests have been received from exhibitors and projectionists that some provision be made for taking old worn-out motion picture prints out of service. Some prints are continued in circulation by film exchanges until it becomes impossible for a projectionist to put on a show alone with them, and for general public safety it is found necessary to have two men employed together during busy periods of the day. As you know, this phase of inspection is not covered by the Act, but we are compelled to examine these films when requested to do so in some of the worse cases in order that the Department will have a specific record should any question arise as to the condition of machines.

Three projection-rooms were condemned in 1924 as being too small for the large-sized equipment now in use. One was in Ryley,

one in Nanton, and another in Rosedale. I would strongly recommend to the Department that the theatre regulations be so amended as to include more details regarding size, construction and ventilation. The regulations could then serve as a guide to those contemplating the building of places of amusement and would reduce the number of recommendations for changes which invariably follow an initial inspection.

The Alberta Provincial Police gave much valuable assistance in enforcing the requirements of the Act. Nine cases of infraction were dealt with during the year. The Provincial Police secured convictions in four cases in which fines were imposed for projecting pictures without possessing the required certificate.

Receipts for projectionists' certificates issued during 1924 amount to \$1,587.50, which, together with \$20 for forfeiture, makes a total of \$1,607.50, an increase of \$120 over the preceding year.

I have the honour to be, Sir,

Your obedient servant,

G. P. BARBER,

Chief Inspector of Theatres.

TABLE No. 1

TABULATIONS OF THEATRE INSPECTIONS AND NUMBER OF RECOMMENDATIONS MADE UNDER THE THEATRE REGULATIONS FOR THE YEAR 1924

Total No. of Inspections	No. of Theatres Inspected	Recommendations Re Exits	Recommendations Re Aisle Seats	Recommendation Re Ventilation and Sanitation	Recommendation Re Fire Precaution
126	123	30	2	1	2

TABLE No. 2

TABULATION OF PROJECTION-ROOM INSPECTIONS AND RECOMMENDATIONS MADE UNDER THE THEATRE REGULATIONS FOR THE YEAR 1924

Projection Rooms Inspected	No. of Projectors Inspected	Recommended for Repairs	Projectors Condemned as Defective	No. of Wiring Recommendations	Ventilation Recommendations	Fire Precaution Recommendations	No. of Rooms Condemned
117	148	67	10	22	22	46	3

TABLE No. 3

SUMMARY OF EXAMINATIONS TOGETHER WITH NUMBER AND CLASS OF CERTIFICATES ISSUED TO PROJECTIONISTS FOR 1924

Number of Certificates Issued					No. of Examinations Held			No. of Permits	No. of Forfeitures
1st	2nd	3rd	Provisional	Appr.	1st	2nd	3rd		
31	26	73	15	41	4	10	88	12	4
Totals			186		102			12	4

Cash Receipts for 1924—

Certificates	\$1,587.50
Forfeits	20.00
Total.....	\$1,607.50

REPORT OF DIRECTOR, ALBERTA GOVERNMENT EMPLOYMENT OFFICES

The general employment situation throughout the Province was not as good as during 1923. The number of vacancies filled dropped from 55,273 in 1923 to 46,153 in 1924. While the difference in requirements for harvest accounted for the major portion of the difference, there was, however, a decline in the numbers of men asked for in practically all branches of industry.

Of the 46,153 vacancies filled, 38,172 were for males and 7,981 for females.

Of the male placements, 23,278 were sent to farms, 995 to building construction, 97 to clerical work, 947 to domestic and personal occupations, 1,362 to general laboring, 3,172 to lumber camps, 267 to manufacturing industries, 2 to professional and technical occupations, 1,886 to railroad construction camps, 1,098 for railroad operation, 984 for mining, 1,479 to miscellaneous occupations, and 2,650 for casual employment.

Of the females placed 1,460 were sent to farms, 61 to clerical positions, 3,221 as domestics, 45 to manufacturing, 33 to miscellaneous occupations, and 3,161 to casual employment.

An interesting feature of the year's work is that while the total placements decreased 9,120, female placements increased 974. This increase was largely due to greater demands from the farms and for domestics, 528 additional being sent to farms and 315 for domestics.

A number of changes in the personnel of the staff have been made during the year. Mr. T. Longworth, the superintendent at Lethbridge, resigned during April to take a position under The Liquor Act. Mr. A. Redshaw was transferred from the Calgary office to fill this vacancy. Mrs. E. Jackson and Miss M. Newton, superintendent and clerk respectively, in the women's section of the Calgary office, resigned. Miss H. Thomson was transferred from Lethbridge office to assume duties of superintendent, and Miss M. Shannon was appointed as clerk. Miss F. King was appointed to fill the vacancy at Lethbridge.

May 15th, by arrangement with the owner, the lease for Lethbridge office was transferred from Store No. 3 to Store No. 6, Hull Block. The lease was extended to cover a period of four years from this date. A reduction of \$10 per month was made in the rent. August 1st, the office at Edmonton was removed to 10168 and 10170 102nd Street. These premises are better adapted to the work to be performed, additional to which we secured a reduction of \$75 per month in rent.

While the volume of business performed is materially reduced, considerable economies were effected in total costs, with the result that the average cost for each vacancy filled was 88 cents as against 87 cents for 1923.

During May a circular was forwarded to all United Farmers' locals requesting a statement of the acreage in crop. The returns indicated an increase over 1923 of 5%. A record of crop conditions was obtained periodically, which, together with the information as to acreage in crop, enabled us to arrive at a fairly accurate estimate of the number of men required for harvest.

During July a meeting was held in Winnipeg of representatives of the employment services of Manitoba, Saskatchewan, Alberta, and British Columbia, with the Western Passenger Association of the railways to arrange for the bringing of sufficient numbers of men to the three prairie provinces to harvest the crop. The estimated requirements at that date were, Saskatchewan 15,000, Manitoba 12,000, Alberta 10,000. Local labor available was estimated to be, Saskatchewan 5,000, Manitoba 4,000, Alberta 4,000. Labor available in British Columbia was estimated as from 6,000 to 7,000, which left a maximum of 18,000 to be brought by excursion from the East. The estimated requirements from the East last year were 57,000.

It was agreed that earliest dates men would be required to arrive in Winnipeg would be, for Manitoba, August 20th, and for Saskatchewan and Alberta, August 25th.

The officials of the railways stated they would arrange for the necessary excursions and that in connection with excursions from British Columbia, additional to the points formerly used, provision would be made for excursions from Prince Rupert and intermediate points.

The representatives of the Provincial Governments suggested to the railway officials that in Saskatchewan and Alberta there would be considerable movement of farmers from the dried-out areas and requested that provision be made for a special rate of one cent per mile for the movement of these men. Our request was, however, not granted.

Excursions from British Columbia were limited to Alberta and Saskatchewan, and the excursions from the East were available to all provinces. The railway officials fixed dates for excursions from British Columbia from August 20th to August 31st.

Due to employment conditions in the East, and the greatly reduced number of men required, a rush was made by the men to get West on the early excursions, with the result that by August 23rd, 21,147 men had arrived in Winnipeg, which was 3,000 more than it was estimated would be required. The railways were then requested to cancel further trains, which was done.

Weather conditions delayed our harvest operations, and it was not until the first week in September that cutting was general.

Having in mind the desirability of providing work first for residents of the Province, we had our representative meet all excursion trains at Winnipeg and advise the men that harvest was not ready in Alberta, with a view to discouraging the influx of any large number. Despite this, however, 2,950 excursionists from the East bought tickets to points in Alberta.

With a view to meeting late demands, we requested the railways to extend the selling dates from British Columbia into September. Our request was granted and dates extended to September 7th. We secured a total of 1,842 from British Columbia points.

In connection with the distribution of farmers from dried-out areas for work during harvest, we received valuable assistance from the headquarters of the U. F. A., who issued a circular to all of their locals requesting that an agent be appointed to handle this work. Quite a number of agents were appointed at various points, who materially assisted in the distribution of approximately 1,100 farmers from dried-out territories to points where men were needed.

Despite the heavy influx of men during August, there was a shortage of over six hundred during the latter part of September. This, however, did not cause any serious hardship, but was the cause of inconvenience to a number of farmers.

The accompanying charts and tables show the business transacted by the Employment Service for the period under review, by occupation, months, and offices.

TOTAL OF YEAR'S BUSINESS BY DISTRICTS

MALE—	Applications	Vacancies	Placements	Transfers	
				In	Out
Calgary	17,373	13,620	11,245	1,901	1,050
Edmonton	15,512	14,629	13,621	860	698
Lethbridge	5,248	5,608	4,499	1,070	35
Medicine Hat	3,240	2,519	2,465	48	605
Drumheller	3,439	2,555	2,111	352	...
	44,812	38,931	33,941	4,231	2,388
FEMALE—					
Calgary	3,455	2,982	2,434	77	90
Edmonton	4,094	4,369	3,797	46	11
Lethbridge	1,231	1,157	1,089	31	7
Medicine Hat	290	292	274	6	8
Drumheller	315	242	195	32	..
	9,385	9,042	7,789	192	116

TOTAL OF YEAR'S BUSINESS BY MONTHS

MALE—	Applications	Vacancies	Placements	Transfers	
				In	Out
January	2,149	1,519	1,298	141	168
February	1,871	1,283	1,225	90	118
March	2,630	1,932	1,744	134	143
April	4,086	3,994	3,284	402	278
May	3,974	3,311	3,057	323	141
June	2,422	1,801	1,745	57	56
July	2,187	1,765	1,712	50	25
August	4,964	4,699	3,371	1,284	266
September	7,759	8,357	6,658	1,319	787
October	6,286	5,835	5,651	212	223
November	4,359	3,103	2,944	172	145
December	2,125	1,332	1,252	47	38
	44,812	38,931	33,941	4,231	2,388

TOTAL OF YEAR'S BUSINESS BY MONTHS—*Continued*

FEMALE—	Applications	Vacancies	Placements	Transfers	
				In	Out
January	595	551	508	2	3
February	594	551	498	2	2
March	721	803	614	15	17
April	562	679	519	15	14
May	836	866	733	6	4
June	683	667	563	3	6
July	789	693	637	11	19
August	1,078	1,086	857	71	14
September	1,062	970	860	44	12
October	870	791	713	5	4
November	1,012	842	791	13	14
December	583	543	496	5	7
	9,385	9,042	7,789	192	116

TOTAL OF YEAR'S BUSINESS BY OCCUPATIONS

MALE

OCCUPATION—	Applications for Year	Unplaced at December 31	Vacancies for Year	Unfilled at December 31	Placements for Year	Transfers	
						In	Out
Agriculture and Stock Raising . .	22,695	77	23,883	2	19,684	3,594	1,720
Building Construction . . .	1,703	61	1,000	..	945	49	10
Clerical Mercantile. . . .	664	41	101	..	97	..	..
Domestic and Personal	1,688	85	950	1	907	40	38
General Labourers	4,790	304	1,372	..	1,332	30	38
Lumbering. . . .	3,276	8	3,243	36	2,813	359	417
Manufacturing . .	1,294	66	270	..	253	14	12
Professional Technical	43	2	2	..	1	1	..
Railroad Construction . . .	1,904	..	1,886	..	1,840	46	7
Railroad Operation	958	1	1,105	..	1,098	..	21
Mining	1,376	28	1,011	..	904	80	92
Miscellaneous . .	2,526	115	1,503	..	1,462	17	26
Casuals	1,895	..	2,605	..	2,605	..	..
Total Male . . .	44,812	788	38,931	39	33,941	4,231	2,388

TOTAL OF YEAR'S BUSINESS BY OCCUPATIONS—*Continued*

FEMALE

OCCUPATION—	Applications for Year	Unplaced at December 31	Vacancies for Year	Unfilled at December 31	Placements for Year	Transfers	
						In	Out
Agriculture and Stock Raising . .	1,687	15	1,969	5	1,299	161	86
Clerical Mercantile. . . .	188	16	63	..	61	..	..
Domestic and Personal	4,250	66	3,764	64	3,190	31	30
Manufacturing . .	46	..	48	..	45	..	..
Professional Technical	2	1	..	..	..	..	..
Miscellaneous. . .	34	..	37	..	33	..	..
Casuals	3,178	1	3,161	..	3,161	..	..
Total Female . .	9,385	99	9,042	69	7,789	192	116

REPORT OF MINIMUM WAGE BOARD.

TO THE HONOURABLE THE MINISTER OF PUBLIC WORKS,
Province of Alberta.

SIR,—

The Minimum Wage Board of Alberta has the honour to present its second annual report covering the various matters which have been dealt with by the Board during the year 1924.

The number of meetings held by the Board during the year was eight. Additional to these meetings, sessions were held with representatives of employers and employees in the various industries at Calgary and Edmonton.

Joint conferences were held at Calgary and Edmonton for the purpose of giving consideration to questions relating to overtime for emergencies and seasonal occupation. The Board decided that no general decision should be made in regard to these matters, but that each application should be considered on its merits. Eight requests were received for permission to work overtime from individual firms. These requests were due to seasonal trade, stock-taking, and banquets. Additional to these, a general request was received from the retail merchants of Calgary, Edmonton, and Medicine Hat, for permission to work their employees additional hours during Christmas rush. Permission was granted in each case, conditional upon such overtime being paid for, at not less than the regular rates.

Requests were received for handicapped rates to be fixed, in the case of eight employees. Special rates were fixed in three cases, two cases were refused, and three were held over for further information.

Three requests were received for permission to employ a greater number of apprentices than is permitted by the regulations, on account of there being a shortage of experienced help. Two of these requests were granted and one refused.

When considering an appeal, taken from a decision rendered by a Judge of the Supreme Court, in connection with a case taken by the Bureau of Labour against an employer for an infraction of the orders of the Board, the Appellate Court ruled that the orders of the Board were invalid because they did not set out specifically the municipalities intended to be covered by the said orders. Immediately following the rendering of this decision, the Board met and passed new orders to meet this defect. Copies of these orders are attached to this report.

In November last, Mrs. H. J. Ingram, the employees' representative on the Board, resigned, as she was leaving the Province. Mrs. L. Morris was appointed to fill the vacancy.

Respectfully submitted,

A. A. CARPENTER,
Chairman, Minimum Wage Board.

W. SMITTEN,
Secretary, Minimum Wage Board.

ORDER No. 1.

GOVERNING FEMALE EMPLOYEES IN MANUFACTURING INDUSTRY.

Application:

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

Wages:

Except as hereinafter provided no person, firm or corporation shall employ a female worker, or suffer or permit a female worker to be employed in the making, preparing, altering, repairing, ornamenting, printing, finishing, packing, assembling parts of, adapting for use or sale any article or commodity at a rate of wages less than \$12.50 per week.

The rate of wages for apprentices may be less than the rate above prescribed and shall be in accordance with the following schedule:

All female apprentices employed in meat-packing, seed-packing and tea-packing establishments, any business, trade, calling or occupation in which any of the articles or commodities mentioned in the following list are manufactured, prepared or adapted for sale or use, bags, baking powders, beds, bed springs, buttons, cans, clothes pins, coffee, corn brooms, cream and milk products, drug and toilet preparations, explosives, extracts, gas mantles, honey, ink, jelly powders, macaroni, matches, molasses, munitions, pails, paint, peanut butter, roofing, sauces, soap, soft drinks, spices, sugar, sweeping compounds, syrups, toys, varnish, vermicelli, wash boards, whisks, yeast, biscuits, brushes, candy, and any other manufacturing industry not enumerated in these schedules: shall be paid wages at a rate not less than—

\$6.00 per week for the 1st, 2nd and 3rd months,

8.00 per week for the 4th, 5th and 6th months,

10.00 per week for the 7th, 8th and 9th months,

after which period she shall be paid not less than the minimum rate of \$12.50 per week.

All female apprentices employed in photographic studios or any business, trade, calling or occupation in which any of the articles or commodities mentioned in the following list are manufactured, prepared, or adapted for use or sale, awnings, bedding, mattresses, men's neckwear, overalls, shirts, tents, umbrellas, waterproof clothing, window shades, caps, carpets, cigars, elastic goods, furniture, gloves, hats (other than millinery), hosiery, ladies' and children's wear, leather goods, regalia, rugs, boots and shoes, dipped chocolates, draperies, furniture covering, men's ready-to-wear clothing, paper boxes, garment alterations, jewellery manufacturing, knitting factories, or any allied industry, shall be paid wages at a rate not less than—

\$6.00 per week for the 1st, 2nd, 3rd and 4th months,

8.00 per week for the 5th, 6th, 7th and 8th months,

10.00 per week for the 9th, 10th, 11th and 12th months,

after which period she shall be paid not less than the minimum rate of \$12.50 per week.

All female apprentices employed at bookbinding, embossing, engraving and printing shall be paid wages at a rate not less than—

\$7.00 per week for the 1st, 2nd, 3rd, 4th, 5th and 6th months,

9.00 per week for the 7th, 8th, 9th, 10th, 11th and 12th months,

11.00 per week for the 13th, 14th, 15th, 16th, 17th and 18th months,

after which period she shall be paid not less than the minimum rate of \$12.50 per week.

Dressmaking, tailoring and fur-sewing apprentices: A probationary period of one month for which no wages are stipulated is allowed, after which period a female apprentice shall be paid at a rate not less than—

\$6.00 per week for the 2nd, 3rd and 4th months,

\$8.00 per week for the 5th, 6th, 7th and 8th months,

\$10.00 per week for the 9th, 10th, 11th and 12th months,

after which period she shall be paid not less than the minimum rate of \$12.50 per week.

Millinery apprentices: A probationary period of one month for which no wages are stipulated is allowed, after which period a female apprentice shall be paid wages at a rate not less than—

\$4.00 per week for the 2nd and 3rd months,

\$6.00 per week for the 4th, 5th and 6th months,

\$8.00 per week for the 7th, 8th and 9th months,

\$10.00 per week for the 10th, 11th and 12th months,

after which period she shall be paid not less than the minimum rate of \$12.50 per week.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 1(a).

DETERMINING HOURS OF LABOUR FOR FEMALE EMPLOYEES IN MANUFACTURING INDUSTRY.

Application:

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any factory or workroom as set out in Order No. 1 for a greater number of hours than forty-eight in any one week; provided that where by reason of the season of the year or otherwise it seems advisable the Board may grant permission for the working hours to be increased.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 2.

GOVERNING FEMALE EMPLOYEES IN LAUNDRIES, DYEING AND
CLEANING ESTABLISHMENTS.*Application:*

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

Wages:

Except as hereinafter provided no person, firm or corporation shall employ a female worker or suffer or permit a female worker to be employed in a laundry or dyeing or cleaning establishment at a rate of wages less than \$12.50 per week.

The rate for apprentices may be less than the rate above prescribed but shall be in accordance with the following schedule, not less than—

\$9.50 per week for the 1st, 2nd, 3rd and 4th months,
\$10.50 per week for the 5th, 6th, 7th and 8th months,
\$11.50 per week for the 9th, 10th, 11th and 12th months,

after which period she shall be paid not less than the minimum rate of \$12.50 per week.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 2 (a).DETERMINING HOURS OF LABOUR FOR FEMALE EMPLOYEES IN
LAUNDRIES, DYEING AND CLEANING ESTABLISHMENTS.*Application:*

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any laundry or cleaning establishment for a greater number of hours than forty-eight in any one week; provided that where by reason of the season of the year or otherwise it seems advisable the Board may grant permission for the working hours to be increased.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 3.

GOVERNING FEMALE EMPLOYEES IN HOTELS, RESTAURANTS,
BOARDING HOUSES, ETC.*Application:*

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

Wages:

Except as hereinafter provided, no person, firm or corporation shall employ a female worker, or suffer or permit a female worker to be employed in any hotel, restaurant, refreshment room, boarding house, tea room, ice cream parlor or light lunch stand at a rate of wages less than—

\$14.00 per week for six days,
\$16.50 per week for seven days.

The rate of wages for apprentices may be less than the rate above prescribed, but shall be in accordance with the following schedules; not less than—

\$10.00 per week for the 1st month,
\$11.00 per week for the 2nd month,
\$12.00 per week for the 3rd month,

for a week of six days, and not less than—

\$11.50 per week for the 1st month,
\$12.75 per week for the 2nd month,
\$14.00 per week for the 3rd month,

for a week of seven days, after which period she shall be paid not less than the minimum rate of \$14.00 per week of six days and \$16.50 per week of seven days.

Deductions:

Where meals are furnished by an employer as part payment of wages of an employee not more than \$5.00 per week shall be deducted from her weekly wage for a full week's board of twenty-one meals. A fraction of a week's board shall be computed upon a proportional basis.

Where lodging is furnished by an employer as part payment of wages of an employee, not more than \$2.00 per week shall be deducted from her weekly wage for a full week's lodging of seven days.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 3 (a).

DETERMINING HOURS OF LABOUR FOR FEMALE EMPLOYEES IN
HOTELS, RESTAURANTS, REFRESHMENT ROOMS,
BOARDING HOUSES, ETC.*Application:*

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any hotel, restaurant, refreshment room, boarding house, tea room, ice cream parlor or light lunch stand or in more than one establishment of that class for a greater number or combined number of hours than forty-eight in any one week in the case of establishments open to the public only six days per week, or fifty-six in any one week in the case of establishments open to the public seven days per week; provided that where by reason of the season of the year or otherwise it seems advisable the Board may grant permission for the working hours to be increased.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 4.GOVERNING FEMALE EMPLOYEES IN PERSONAL SERVICE
OCCUPATION.*Application:*

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

Wages:

Except as hereinafter provided, no person, firm, or corporation shall employ a female worker, or suffer or permit a female worker to be employed in any hairdressing or manicuring establishment, beauty parlor, barber shop, theatre, motion picture house, shooting gallery, joy parlor, dance hall, cabaret, garage, gasoline service station, or any establishment where business of a similar nature is carried on, or as elevator operator, at a rate of wages less than \$14.00 per week (provided this clause shall not apply to ushers in theatres, motion picture houses, music halls, and cloak room attendants in cabarets and dance halls).

The rate of wages for apprentices in hairdressing and manicuring establishments, beauty parlors, and barber shops may be less than the rate above prescribed, but shall be in accordance with the following schedule: One month probationary period for which no wage rate is stipulated, not less than—

\$6.00 per week for the 2nd and 3rd months,
\$8.00 per week for the 4th, 5th and 6th months,
\$10.00 per week for the 7th, 8th and 9th months,
\$12.00 per week for the 10th, 11th and 12th months,

after which period she shall be paid not less than the minimum rate of \$14.00 per week.

Ushers in theatres, motion picture houses, music halls, and cloak room attendants in cabarets and dance halls:

Class A: Houses where performance is not continuous. The minimum rate of wages for ushers in theatres, motion picture houses, music halls, and cloak room attendants in cabarets and dance halls shall be fifty cents (50c) per hour or any fraction thereof with a minimum payment of \$1.00 for periods between 9.00 a.m. and 6.00 p.m. or between 6.00 p.m. and 12.00 p.m.

Class B: For ushers or cloak room attendants working more than twenty-eight hours and not more than forty-eight hours per week the minimum wage shall be \$14.00 per week.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 4 (a).

DETERMINING HOURS OF LABOUR FOR FEMALE EMPLOYEES IN PERSONAL SERVICE OCCUPATIONS.

Application:

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any hairdressing establishment, beauty parlor, barber shop, theatre, motion picture house, shooting gallery, joy parlor, dance hall, music hall, cabaret, garage, gasoline service station, or any establishment where business of a similar nature is carried on, or as elevator operator, for a greater number of hours than forty-eight in any one week; provided that where by reason of the season of the year or otherwise it seems advisable the Board may grant permission for the working hours to be increased.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 5.

GOVERNING FEMALE EMPLOYEES IN OFFICES.

Application:

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

Wages:

Except as hereinafter provided, no person, firm or corporation shall employ a female worker or suffer or permit a female worker to be employed as stenographer, bookkeeper, typist, billing clerk, filing clerk, invoicer, comptometer operator, auditor, attendant in physician's or dentist's office, clerical work of any description, cash girl, telephone or telegraph operator, at a rate of wages less than \$14.00 per week.

The rate of wages for apprentices may be less than the rate above prescribed, but shall be in accordance with the following schedule: One month probationary period for which no wage rate is stipulated, not less than—

\$7.50 per week for the 2nd and 3rd months,

\$10.00 per week for the 4th, 5th and 6th months,

\$11.00 per week for the 7th, 8th and 9th months,

\$12.00 per week for the 10th, 11th and 12th months,

after which period she shall be paid not less than the minimum rate of \$14.00 per week.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 5 (a).

DETERMINING HOURS OF LABOUR FOR FEMALE EMPLOYEES IN
OFFICE OCCUPATIONS.*Application:*

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

No person, firm or corporation shall employ a female or suffer or permit a female to be employed as stenographer, bookkeeper, typist, billing clerk, checker, invoicer, cashier, comptometer operator, auditor, attendant in physician's or dentist's office, clerical work of any description, cash girl, telephone or telegraph operator, for a greater number of hours than forty-eight in any one week; provided that where by reason of the season of the year or otherwise it seems advisable the Board may grant permission for the working hours to be increased.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 6.

GOVERNING FEMALE EMPLOYEES IN SHOPS, STORES AND MAIL
ORDER HOUSES.*Application:*

This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

Wages:

Except as hereinafter provided no person, firm or corporation shall employ a female worker or suffer or permit a female worker to be employed in a shop, store or mail order house in the sales force, wrapping force, the auditing or check inspection force, the shoppers' force in the mail order department, the receiving, marking and stock room employees, sheet music sales-woman, and those otherwise engaged in the sale, purchase or distribution of any goods or merchandise at a rate of wages less than \$12.50 per week.

The rate of wages for apprentices may be less than the rate above prescribed but shall be in accordance with the following schedule, not less than—

- \$7.50 per week for the 1st, 2nd and 3rd months,
- \$9.00 per week for the 4th, 5th and 6th months,
- \$10.00 per week for the 7th, 8th and 9th months,
- \$11.00 per week for the 10th, 11th and 12th months,

after which period she shall be paid not less than the minimum rate of \$12.50 per week.

This Order shall come into force at date of publication in The Alberta Gazette.

ORDER No. 6 (a).DETERMINING HOURS OF LABOUR FOR FEMALE EMPLOYEES IN
SHOPS, STORES AND MAIL ORDER HOUSES.*Application:*

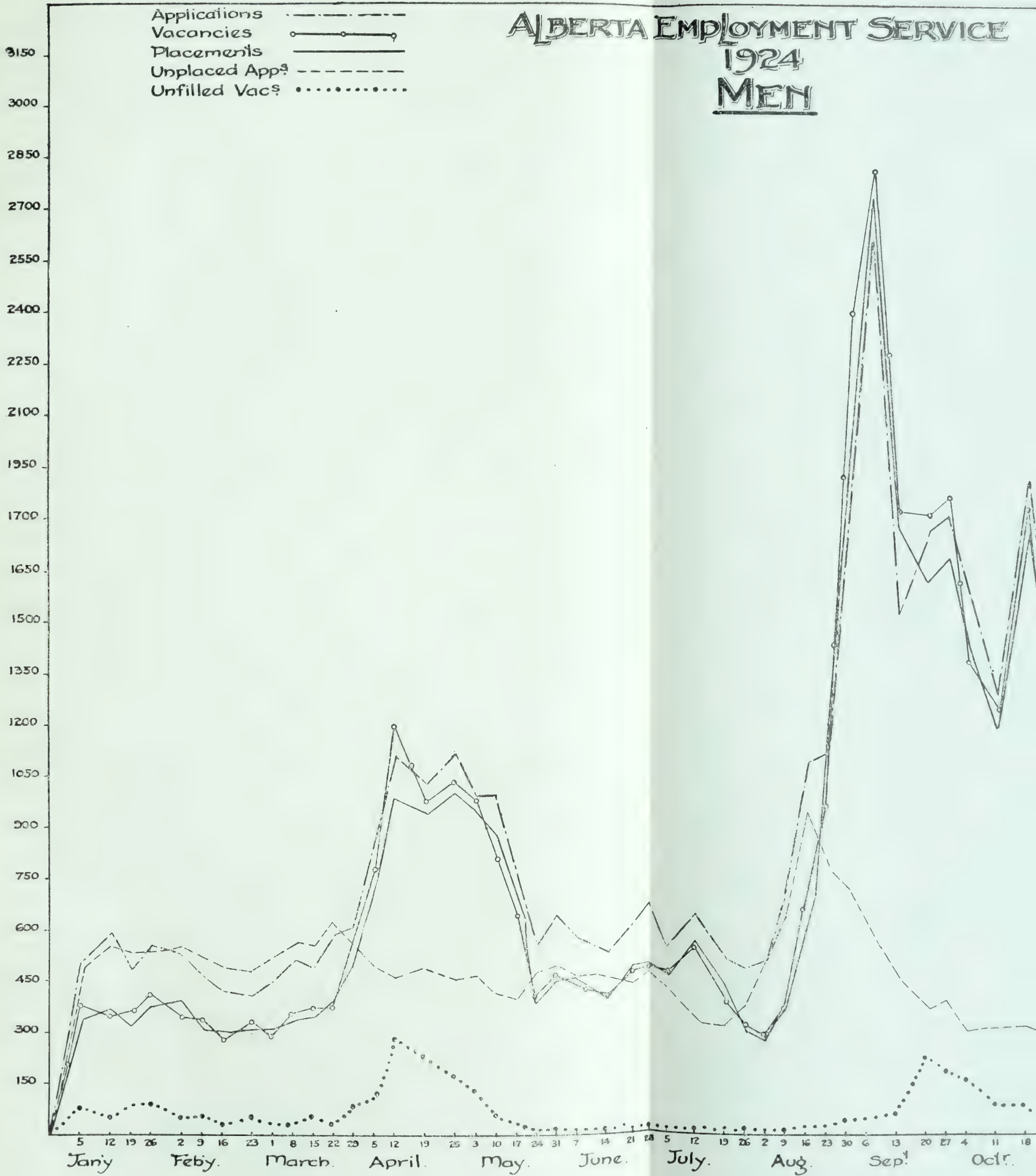
This Order shall apply to the following cities and towns: Calgary, Edmonton, Lethbridge, Medicine Hat, Red Deer, Wetaskiwin, Blairmore, Camrose, Cardston, Coleman, Drumheller, Redcliff.

No person, firm or corporation shall employ a female or suffer or permit a female to be employed in any shop, store or mail order house, in the sales force, wrapping force, auditing or check inspection force, shoppers' force in the mail order department, the receiving, marking and stock room force, sheet music saleswoman, or those otherwise engaged in the sale, purchase or distribution of any goods or merchandise for a greater number

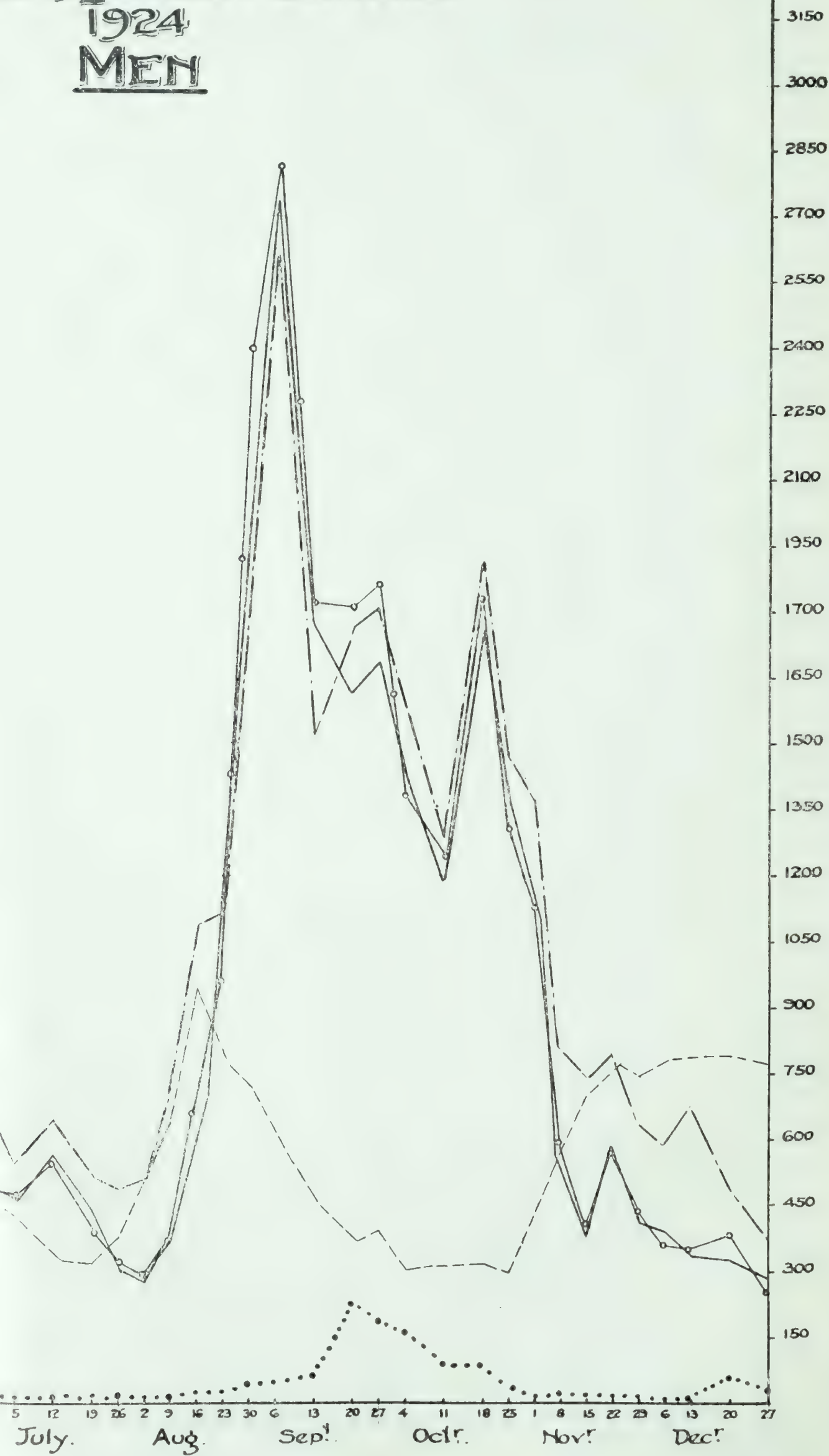
of hours than fifty-two in any one week; provided that where by reason of the season of the year or otherwise it seems advisable the Board may grant permission for the working hours to be increased.

This Order shall come into force at date of publication in The Alberta Gazette.

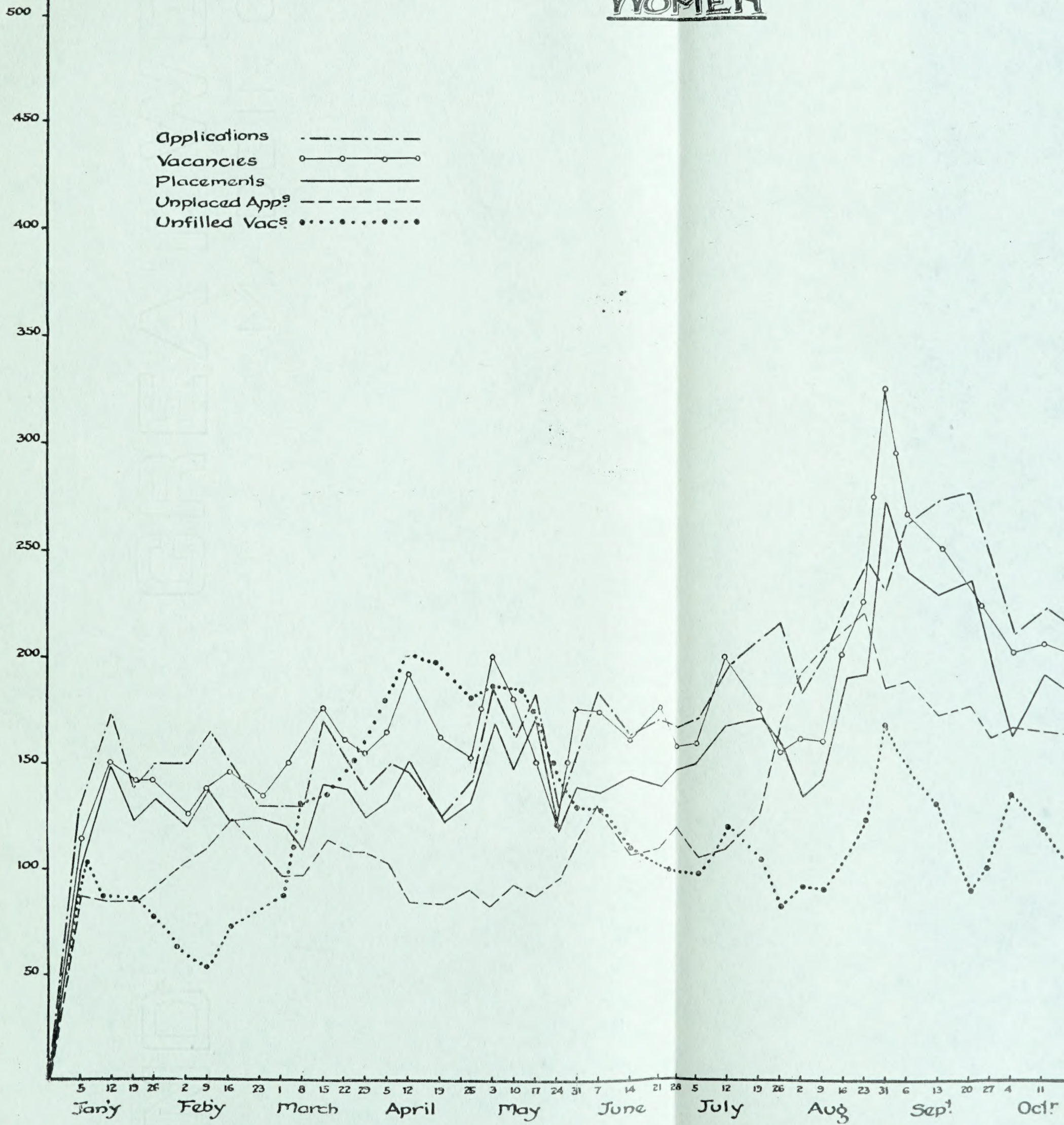
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